

**Classification:** Conservation Biologist – Advanced

**Working Title:** Insect Ecologist

**Location:** Madison

**POSITION SUMMARY:** This position is responsible for the design, development, coordination, and implementation of our statewide native insect conservation and management programs. Specifically, this position: serves as a native bee species expert for the department; leads science-based determinations of status of rare native bees and other terrestrial insects, including pollinator species; directs and conducts inventory investigations in areas or habitats where information is lacking; leads the coordination and development of terrestrial insect and pollinator monitoring programs, data collection and analysis, and spatial modeling projects to fill biological data gaps; leads the department ad hoc pollinator management team; and prepares publications, guidelines, workshops and policy recommendations for resource management. This position requires an extensive knowledge of bees and other insects native to Wisconsin and the Upper Midwest and the ability to develop and lead internal and external teams in addressing complex environmental and ecological issues related to terrestrial insects and specifically pollinators. Customer and partner groups will include the Division of Fish, Wildlife, and Parks, Division of Forestry and other programs within DNR, citizens, citizen groups, tribal governments, and governmental, nongovernmental and educational representatives.

**LOCATION, GEOGRAPHIC SCOPE & TRAVEL REQUIREMENTS:** This position is located in Madison at GEF 2 with responsibilities statewide. Occasional travel within the state is required, including summer fieldwork.

**SCOPE OF AUTHORITY:** This position has statewide responsibility for the program areas outlined and works under the general supervision of the Species Management Section Chief within the Bureau of Natural Heritage Conservation.

**Goals & Work Activities:**

**30% Goal A. Monitoring, assessment, and management of terrestrial insect species and habitats**

**Worker**

**Activity A1** Lead the development, evaluation and implementation of statewide terrestrial insect and native pollinator species and habitat inventory, monitoring, and management programs.

**Worker**

**Activity A2** Review and modify program objectives from results, current literature and emerging information.

**Worker**

**Activity A3** Coordinate fieldwork, develop hypotheses driven questions using an adaptive management framework.

**Worker**

**Activity A4** Analyze large, complex datasets.

**Worker**

**Activity A5** Curate a native terrestrial insect reference collection.

**Worker**

**Activity A6** Write and submit grant proposals to further inventory, monitoring, and recovery projects.

**25 % Goal B. Policy, planning, and species recovery**

**Worker**

**Activity B1** Develop, evaluate and help implement guidance related to the management of native terrestrial insects and pollinators.

**Worker**

**Activity B2** Develop and help implement conservation strategies for native terrestrial insects and pollinator Species of Greatest Conservation Need.

**Worker**

**Activity B3** Assimilate data analysis and other findings into written reports for planning (including biotic inventory reports and property master plans) and species management purposes that demonstrate continued terrestrial insect and pollinator conservation in Wisconsin.

**Worker**

**Activity B4** Answer native terrestrial insect and pollinator related information requests from administration, staff, and stakeholders (internal and external).

**20 % Goal C. Statewide consultation and coordination**

**Worker**

**Activity C1** Serve as the department's principal expert on rare terrestrial insect species and their habitats, with a focus on pollinators.

**Worker**

**Activity C2** Provide program and policy advice to the department, its administration, external stakeholder groups and state, regional and federal agencies.

**Worker**

**Activity C3** Lead the department Ad Hoc Pollinator Team meetings and represent NHC on the team

**Worker**

**Activity C4** Coordinate and provide consultation for the efforts of DNR and partner land managers to implement voluntary terrestrial insect and pollinator conservation actions that support the WI Wildlife Action Plan and WI Pollinator Protection Plan

**20 % Goal D. Education, outreach and citizen-based monitoring coordination**

**Worker**

**Activity D1** Lead the design, evaluate and oversee the implementation of statewide terrestrial insect-related outreach and citizen-based monitoring policies and programs

**Worker**

**Activity D2** Provide citizen-based monitoring volunteer training for pollinator and terrestrial insect population and habitat assessment and monitoring.

**Worker**

**Activity D3** Answer customer questions related to pollinators and other terrestrial insects.

**Worker**

**Activity D4** Develop and update information to inform the public on voluntary rare terrestrial insect species management for landowners using various outreach tools including pamphlets and web-based media.

**5 % Goal E. Development and maintenance of professional expertise**

**Worker**

**Activity E1** Remain current with advances in pollination biology and terrestrial insect ecology research and techniques, statistical analysis, population dynamics, species recovery, rare species regulation and policy.

**Worker**

**Activity E2** Maintain and expand knowledge of principles and processes related to conservation biology and landscape ecology, especially those related to threatened and endangered terrestrial insect species of Wisconsin.

**SPECIAL REQUIREMENTS** – None**PHYSICAL REQUIREMENTS & ENVIRONMENTAL FACTORS:**

Physical requirements include talking in front of and within groups, sitting for long periods of time, lifting and carrying 5 to 50 lbs. Environmental factors include working indoors in an office setting, conducting field work in harsh field conditions, and independently traveling to offices around the state.

**Knowledge/Skill/Ability (KSA):**

1. Knowledge of all aspects of the Natural Heritage Conservation program in Wisconsin.
2. Ability to provide expert knowledge in rare and declining terrestrial insect species and native pollinator management in Wisconsin or the Great Lakes Region, including their natural history, ecological relationships, habitat requirements, and challenges to their survival and recovery.
3. Skill in leading and working collaboratively with teams of professionals to identify priorities, goals, objectives, and implementation strategies for rare and declining terrestrial insect species and native pollinators.
4. Knowledge of principles of ecosystem management, and natural resources planning, including landscape-scale approaches for natural community, critical habitat, and species conservation.
5. Skill in research, monitoring and conservation of rare and declining terrestrial insect species.
6. Knowledge of state statutes, administrative rules, policies, and programs applicable to programs within the Species Management section, including but not limited to state and federal endangered species acts.
7. Ability to perform data analysis on large, complex datasets and GIS mapping.
8. Knowledge of development and implementation of policy and procedures, including monitoring and evaluation, common to the operation of a major program.
9. Skill in securing grants and managing budgets to support terrestrial insect conservation projects and programs.
10. Ability to recruit, train, retain and coordinate volunteers for citizen-based monitoring projects.
11. Knowledge of the Wisconsin Natural Heritage Inventory program, NatureServe core heritage methodology, and the role of biotic inventory in department master planning.
12. Skill in communicating scientific information in written and oral forms.

## **ADDENDUM**

### **Department Competencies (Department Performance Objectives):**

**Safety:** Ensures a culture of safety within the work unit. Demonstrate responsibility for the safety and health of employees. Monitor effectiveness and ideas for improvement. Ensures that staff is provided safety information and training, and for insures that all operations are performed with the utmost regard for the safety and health.

**Decision Making:** Able to analyze situations fully and accurately to reach productive decisions. Consults appropriate parties when necessary and identifies the key concerns and/or issues that need to be addressed in order to make the best decision possible, at the correct level of decision hierarchy. The desired outcomes for this competency include excellence and credibility in decision making.

**Service Excellence:** Makes customer service a top priority and constantly seeks to improve customer service. Is responsive to changes in what customers want and need. Delivers on promises made to customers and follows up appropriately. The desired outcome for this competency is a strong connection to our customers.

**Effective Communications:** Able to express ideas in a clear, concise and effective manner, whether speaking or in writing. Uses correct grammar and sentence structure in communications. Is a good listener, even when differing viewpoints are being expressed. Openly shares information and keeps all relevant parties updated. The desired outcome for this competency is strategic unity built on trust.

**Interpersonal Relationships:** Builds and maintains effective working relationships with others both internally and outside the organization; takes a positive and productive approach to resolving any conflicts which may arise. Exemplifies the commitment to the DNR's core value of respect; to work with people, to understand each other's views and to carry out the public will, maintain integrity, and treat everyone with fairness, compassion and dignity. The desired outcome of this competency is a shared mind set and pool of meaning.

**Leadership:** Fosters and encourages support from his/her team to accomplish objectives, follow procedures, and accepts suggestions; inspires confidence and respect; motivates people to achieve agency goals and objectives; promotes respect, honesty, integrity, and fairness to all. Enforces standards/rules fairly and consistently and leads with courage. The desired outcomes for this competency are accountability through ownership of the work, staff alignment with agency direction, and full engagement of all employees.

Job specific competencies: Knowledge, Skills, and Abilities in narrative form (a requirement at one time) if included, are to be located in the addendum.